

CONSTITUTION

AND

GENERAL LAWS

OF THE

**International Stereotypers'
and Electrotypers'
Union**

OF NORTH AMERICA



1909



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CONSTITUTION.

ARTICLE I.

NAME AND JURISDICTION.

Section 1. This body shall be known as the International Stereotypers' and Electrotypers' Union of North America. Its jurisdiction shall include all branches of stereotyping and electrotyping. In it alone is vested power to establish subordinate Unions of stereotypers and electrotypers, and its mandates must be obeyed at all times and under all circumstances. To the International Stereotypers' and Electrotypers' Union of North America is reserved the right to fix, regulate, and determine all matters, pertaining to fellowship in all branches of stereotyping and electrotyping, while to subordinate Unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the International Union.

Sect. 2. A charter may be issued to five or more stereotypers, electrotype finishers, or electrotypers, either separately or together.

Sect. 3. All stereotypers, electrotype finishers, or electrotypers must deposit their cards with, and all applications must be made to, the nearest Union of their craft, for membership in this Union, and they shall abide by the Constitution and By-Laws of the Union to which they are attached; and said members shall be required to assist and take part in strikes, when legally ordered by local Unions.

Sect. 4. The officers of the International Stereotypers' and Electrotypers' Union have the right to withhold a charter, if in their judgment they have reason to believe the organization will not be permanent, and refer such action to the next session of the International Stereotypers' and Electrotypers' Union for its action in the premises.

ARTICLE II. REPRESENTATION.

Section I. The Executive Board shall be in attendance at the annual convention. Subordinate Unions are entitled to representation in the International Stereotypers' and Electrotypers' Union of North America according to the following apportionment: Unions with

fifty members or less, one delegate; more than fifty and less than one hundred, two delegates; more than one hundred and less than three hundred members, three delegates; three hundred to four hundred members, four delegates; four hundred to five hundred members, five delegates; five hundred to six hundred members, six delegates; six hundred to seven hundred members, seven delegates; and one additional delegate for each additional one hundred members or fraction thereof thereafter. Two or more subordinate Unions having a membership of less than one hundred members each have the power of combining and electing one delegate if they so desire: Provided, That the certificate of a delegate so chosen shall be signed by the President and Secretary of each of the Unions, together with seal of each organization he represents. The expenses of the attendance of said delegates on the annual sessions of this Union shall be defrayed by the subordinate Unions they respectively represent. Each delegate shall be entitled to one vote; and no proxies shall be allowed.

Sect 2. No member of a subordinate Union who has ceased to work at the

business, or one who has not been in good standing at least six months immediately preceding the date on which the election will be held, shall be eligible to election as a delegate: Provided, That nothing herein contained shall be so construed as to exclude the delegate or delegates of a Union organized within a less period than six months.

Sect. 3. The delegates chosen to attend the sessions of this Union shall hold office until the election of their successors, and in case of vacancies subordinate Unions are authorized to at once proceed to elect a delegate or delegates as successor or successors. Each delegate must be furnished (for presentation to this Union) with a certificate of election, duly authenticated by the seal of his subordinate Union according to the following form, viz.:

To the International Stereotypers and Electrotypers' Union:

We hereby certify that.....being qualified as required by Section 2, Article II., of the International Stereotypers' and Electrotypers' Union Constitution, was legally elected delegate from this Union to the International Stereo-

typers' and Electrotypers' Union, on the.... day of.... 19.., his term of office to begin on the first day of the next session of the said Union, to be held at.....

Given under our hands and seal of theUnion No....., this..day of.... A. D., 19.....

(Seal) President.
..... Secretary.

..... Delegate's Signature.

Sect. 4. The number of delegates to which such a Union shall be entitled must be determined by the average membership on which it paid per capita tax during the twelve months immediately preceding issuance of call.

Sect 5. The election of delegates to the International Stereotypers' and Electrotypers' Union convention will be held in the month of May; the time and place of such election of delegates to be designated by subordinate Unions.

Sect 6. Returns (under seal) of such delegates-elect must be made to the Secretary-Treasurer within fifteen days after the election, with the name of the alternate indorsed on its back.

Sect 7. The Secretary-Treasurer, before the meeting of the International

Stereotypers' and Electrotypers' Union, shall prepare a roll of the delegates-elect, and place thereon the names of those persons, and such persons only, as shall be shown to have been elected in accordance with the laws of the International Stereotypers' and Electrotypers' Union and of subordinate Unions, as certified by Secretaries of subordinate Unions. In cases of contests, the names of the parties claiming election shall be submitted to the International Stereotypers' and Electrotypers' Union for decision. Where Unions have not complied with the laws of the International Stereotypers' and Electrotypers' Union, the names of delegates from such Unions shall also be submitted.

ARTICLE III.

MEETINGS.

Section 1. The International Stereotypers' and Electrotypers' Union shall meet annually, on the second Monday in August, in such city as the preceding convention shall determine upon. Provided, that upon the request of ten Unions, stating the business desired to be considered, the President shall, with the approval of a majority of all the

Unions, call a special meeting of the Union. Provided, that at least thirty days' notice of such special meeting shall be given to subordinate Unions, together with a statement of the business to be considered, if deemed advisable, to be published in the "International Stereotypers' and Electrotypers' Union Journal." And provided, further that no business shall be considered at such special meeting that is not specified in the call.

ARTICLE IV.

ELECTION OF OFFICERS.

Section 1. The officers of this Union, whose term shall be for two years (or until their successors have duly qualified), shall be a President, Vice-President, Secretary-Treasurer, Journal Editor, and two additional members of the Executive Board; one of the last two named to be a member working as an electrotype finisher, and the other working as an electrotype moulder. Said officers shall be elected by a referendum vote.

Sect. 2. Any member in good standing of a subordinate Union shall be eligible for election to any of the first four of the above-named offices.

Sect. 3. During the month of August subordinate Unions may, by majority vote, at any regular meeting, nominate one candidate for each of the following offices, viz.: President, Vice-President, Secretary-Treasurer, Journal Editor, and the two additional members of the Executive Board mentioned in Section I of this article, designating for which each is nominated; but no subordinate Union shall nominate or indorse two candidates (for any of these offices) coming from Unions in the same State or Province. It shall be the duty of one of the Secretaries of each subordinate Union taking action to immediately notify the Secretary-Treasurer, who is directed to close nominations at noon, on September 15, those received after that time to be disregarded; the Secretary-Treasurer shall publish in the "International Stereotypers' and Electrotypers' Union Journal," not later than October 1, a list of nominees, specifying the offices for which the nominees have been named.

Sect. 4. Within twenty-four hours after closing of nominations the Secretary-Treasurer shall notify all eligible candidates of their nomination, and as

soon thereafter as possible publish a list of declinations, if any, in the "International Stereotypers' and Electrotypers' Journal."

Sect. 5. The Secretary-Treasurer shall, as soon as possible after the foregoing provisions have been complied with, prepare and have printed the names of all candidates, arranged in alphabetical order, together with the name and number of the Union of which they are members; this ballot shall bear the official seal of this Union, and be so constructed that a voter can with ease designate his choice by making a cross (X) opposite the names of those for whom he wishes to record his vote; he shall supply subordinate Unions with copies of such ballots before October 1, at the ratio of not less than 5 per cent. increase on the last reported number of paid-up members; if more should be required, the aforementioned official shall furnish ballots to Unions at an advance of 10 per cent. above cost of printing same. No ballot shall be used at such elections except those issued by the officers of this body, except in cases where Unions receive no official ballots.

Sect. 6. Elections shall be held during

the month of October, subordinate Unions to designate the time and place or places where such elections shall be held.

Sect. 7. The President and Secretary of each subordinate Union is hereby required, within forty-eight hours after close of the poll, to transmit to the Secretary-Treasurer a statement showing the number of votes cast for each and every candidate.

Sect. 8. These returns shall be carefully filed and preserved by said official, and on November 15 delivered to an Election Board, which shall be composed of three members of a Union designated by the Executive Board, who have been elected for the purpose by a vote of the members of that Union; and said Board shall immediately proceed to canvass the returns and make a true and correct transcript thereof to said Secretary-Treasurer, who shall furnish copies of such transcript to the President and Secretary of subordinate Unions.

Sect. 9. With the exception of the office of President and Secretary-Treasurer, those nominees having received the highest number of votes on the first ballot shall be declared elected to the office

for which they were candidates; in the case of the President, and Secretary-Treasurer, a majority of votes shall be necessary to elect, and if on the first ballot no candidate for President and Secretary-Treasurer has received a majority of all votes cast, the Election Board shall direct the Secretary-Treasurer to issue ballots containing the names of the two candidates who received the greatest number of votes for President and Secretary-Treasurer, and subordinate Unions shall hold an election within twenty days after such date, the election and certification of result to be in all possible respects similar to those which obtained in conducting the initial election.

Sect. 10. The Union which shall select the Election Board shall be selected by the Executive Board before May 1 of each election, and such subordinate Union shall be notified of its selection by the Secretary-Treasurer, and the report of said Board shall be published in detail, and a distinct announcement made of the successful candidates, who shall assume office on January 1, succeeding the election.

Sect. 11. No member shall be permitted to vote who is not in possession

of a current working card, or who is delinquent in any way, either to this Union or the subordinate Union under whose jurisdiction he is voting.

Sect. 12. Members shall be allowed to vote but once at an election of officers. Provided, that if those charged with the conduct of the election, by a subordinate Union or any of them, have reason to believe that a member has voted under the jurisdiction of a sister Union, or any member challenges his right to vote on account of his having exercised that right previously, he shall be permitted to vote on signing the following: "I hereby declare, on my honor as a man, that I have not voted for International Stereotypers' and Electrotypers' Union officers at this election, and I make this declaration with a full knowledge of the fact that misrepresentation renders me liable to discipline."

Sect. 13. Secretaries of subordinate Unions shall inform non-resident members who are employed at the craft a distance of twenty miles or more from the headquarters of a local union of all nominations and elections that allow of an interim of fourteen to thirty days between meetings, and said non-resident members shall be permitted to vote by

mail; said vote to be over member's own signature.

Sect. 14. Any member proven guilty of misrepresenting returns, altering, mutilating or destroying deposited ballots, or voting wrongfully or illegally, shall be punished as the local Union may determine, but in no case shall the penalty be less than a fine of \$10. It is further provided that for the purpose of preserving the integrity of this law, the Executive Board—all other laws or parts to the contrary notwithstanding—is empowered to proceed against the alleged offender, and mete out such punishment as in the opinion of said Board is just and equitable.

ARTICLE V.

VACANCIES IN OFFICE.

Section 1. In case of the death, resignation, disqualification, or refusal to serve of the President, the duties of the office for the remainder of the term shall be performed by the Vice-President.

Sect. 2. In case of the death, resignation, disqualification, or refusal to serve of any other officer, the Secretary-Treasurer shall immediately invite nom-

inations and perfect arrangements for holding an election, in accordance with the law governing selection of elective officers, the dates for closing nominations and receiving returns to be set by the Executive Board; Provided, that should a vacancy occur for any reason within six months of the regular election the Executive Board shall select a successor for the unexpired term.

ARTICLE VI.

DUTIES OF OFFICERS.

The President.

Section 1. The President shall attend and preside at all meetings of the International Stereotypers' and Electrotypers' Union during his term of office; he shall have the casting vote whenever there shall be an equal division on any question, except where he shall have voted on the call of the yeas and nays; he shall at all times exercise a general supervision over all officers of the International Stereotypers' and Electrotypers' Union, requiring a faithful performance of duties and a strict and business-like manner of keeping all accounts, paying out money, and conducting correspondence; he shall, with the

Secretary-Treasurer, see that all moneys belonging to the International Stereotypers' and Electrotypers' Union, exceeding the sum of \$50, are properly deposited in a responsible bank or banks to the credit of the International Stereotypers' and Electrotypers' Union; he shall at the close of each year see that the accounts of the Secretary-Treasurer with such banks are balanced, and a sworn statement to that effect shall be published, together with all receipts and disbursements of the International Stereotypers' and Electrotypers' Union; he shall be chairman of the Executive Board, and preside at all its meetings, and shall have the right to vote upon all questions submitted to it; he shall properly discharge the duties of his office; he shall, with the sanction of the Executive Board, appoint, oversee, and direct the operations of Organizers; he shall have authority, should he become satisfied that any officer is derelict in the performance of any duty, or has been guilty of any dishonest act, to suspend such officer from his official position. In such event he shall furnish the officer so suspended with a detailed statement of his reasons for so doing, and shall also forward to the Vice-President a similar

detailed statement, who shall thereupon appoint a committee of three of the Executive Board to try such suspended official upon the charges presented by the President, and in accordance with a law to govern impeachment and trial; he shall, before accepting the official bond of any officer, be satisfied that such bond is valid and in proper form, and for that purpose he is hereby empowered and instructed to take competent legal advice upon the matter; he shall, in case of the mismanagement or misappropriation of any funds of this Union by any official charged with the custody, collection and disbursement thereof, at once proceed to collect the same from the official in default, or, in the event of the failure of such official to make good such deficiency, institute legal proceedings against such defaulting officer and his sureties.

Vice-President.

Sect. 2. The Vice-President shall perform the duties of the President in his absence, death, resignation or disqualification; he shall be a member of the Executive Board, and perform all other duties specified by the Constitution and General Laws.

Secretary-Treasurer.

Sect. 3. The Secretary-Treasurer shall attend all meetings of the International Stereotypers' and Electrotypers' Union, and shall devote all the necessary time to the business of this body; he shall make a just, true and complete record of each and every day's proceedings; he shall, immediately after the final adjournment, cause the same to be published and distributed to subordinate Unions; he shall be the custodian of the funds of the Union; he shall receive all dues, per capita tax, and other money from subordinate Unions; he shall deposit all funds exceeding the sum of fifty dollars in some responsible bank or banks to the credit of the International Stereotypers' and Electrotypers' Union; all interest accruing to said funds shall be credited there; he shall draw money from such banks only by check signed by himself as Trustee for said Union; he shall require all bills against the Union to be itemized, and shall only pay such bills as are in accordance with the order of the Union direct, or its laws, and after approval by the President; he shall have the books of deposit

with such banks balanced at the end of each year; he shall publish quarterly a statement of all moneys received and expended by the International Union; he shall publish a sworn statement of such balance each year; he shall publish a full yearly statement of receipts and disbursements of all kinds; he shall submit all his books and accounts to the Auditing Committee yearly, as directed; he shall send all receipts for money received from financial officers of subordinate Unions to the disbursing officers of said Unions, acknowledging, by postal or otherwise, the receipt thereof to Presidents of such subordinate Unions; he shall conduct all his business, correspondence, etc., in a prompt and systematic manner, keeping files, etc., of all documents, and copies of all correspondence; he shall perform such other duties as shall be ordered by the Union; he shall give a bond to the President, from a solvent guarantee company of an amount to be decided by the Executive Board previous to assuming office, and within thirty days after his election, which bond shall be approved by the President and Executive Board; he shall publish monthly a list of arrearages of subordinate Unions, and if said

arrearages are not paid within thirty days thereafter the President of all such Unions shall then be notified; he shall also be Secretary of the Executive Board, and perform such other duties as may be required of him; he shall furnish each subordinate Union, prior to the election of delegates, with two (or more where needed) copies of blank delegate certificates of election; he shall furnish subordinate Unions with bound copies of the Union Certificate of Membership, in books of 10 cards, as may be desired, at the rate of \$6 per hundred, upon application; he shall also send monthly to the Secretary of each subordinate Union a printed blank form of report for a complete statement of the membership of such subordinate Unions; he shall furnish annually to subordinate Unions copies of Constitutions, By-Laws, and established scale of wages, as provided in Section 46, General Laws; he shall have power to procure all necessary printing required by the officers in conducting the official correspondence and other business of the Union; in addition to necessary books, he shall also keep three books—the first to contain a list of the number of Unions connected with the International Stereotypers' and Electro-

typers' Union, the names of the members, etc.; the second book to contain a list of the organized unions not connected with the International Stereotypers' and Electrotypers' Union, the names of their members, etc.; the third book to contain the names of unorganized stereotypers and electrotypers throughout the United States and Canada. He shall obtain statistics of the electrotyping and stereotyping industries of all foreign countries, the information secured to be included in the report of wage scales and conditions to be sent out to local organizations. He shall collect statistics from Autoplate Machine Committees of subordinate Unions where Autoplate machines are in operation and prepare duplicates of such statistics and furnish same on demand to Autoplate Machine Committees in the jurisdiction where the introduction of such machines is contemplated.

The Executive Board.

Sect. 4. There shall be an Executive Board, consisting of the President, Vice-President, Secretary-Treasurer and two additional members as per Article IV., Section 1, which body shall have general

supervision of the business of the International Stereotypers' and Electrotvpers' Union, and of subordinate Unions. The President shall be Chairman and the Secretary-Treasurer shall be Secretary of the Executive Board, and both shall have a vote on all questions. It shall decide all questions arising between subordinate Unions, all appeals and grievances of members against Unions, and all disputes with employers affecting solely stereotypers and electrotvpers which cannot be adjusted by Unions.

Sect. 5. Secrecy, when required for safety and success of any official business, should be strictly observed. When in doubt, the judgment of the next highest official should be referred to until the International Executive Board shall have heard the case and its decision given. The judgment of the Executive Board shall prevail pending a decision by the convention.

Sect. 6. Any officer of the International Stereotypers' and Electrotvpers' Union may be impeached by the Executive Board, and if the charges are proven shall be disqualified to further discharge the duties of his office, and a successor shall be appointed, as already provided

for. Impeachment proceedings may be conducted by the Executive Board by written communications, sworn affidavits, and investigation.

Organizers.

Sect. 7. Organizers may be appointed by the President, subject to the sanction of the Executive Board.

Sect. 8. It shall be the duty of each Organizer to correspond with stereotypers and electrotypers or others in towns or places in his territory where no Union exists and where there are stereotypers or electrotypers at work, with a view of encouraging them to embrace unionism. He is authorized and directed to select some good man as an assistant in each of said towns, who shall furnish applicants with proper blanks with which to make application for membership, which, when filled out, shall be forwarded to the Organizer, who shall cause the names of applicants to be forwarded to the nearest Union.

Sect. 9. The Organizer shall confine himself to organization by correspondence, and must not incur any expense other than postage without first receiv-

ing the sanction of the President and Executive Board.

Sect. 10. The Organizer shall have authority to appoint a deputy whenever he shall deem it advisable, who shall at all times be under the immediate supervision of the Organizer. He shall arrange for the organization of unions wherever possible, certifying the standing of all applicants for a charter to the Organizer, who shall satisfy himself that all representations therein contained are correct.

ARTICLE VII.

SALARIES.

Section 1. The salary of the President and Secretary-Treasurer in full for the services rendered by each of said officers during term of office shall be the sums following: For the President, \$600 per annum and traveling expenses, confined to actual railroad fare by the shortest possible route, and hotel expenses not to exceed \$3 per day, and compensation for time lost.

The Secretary-Treasurer's salary in full for services rendered shall be \$1200 per annum, and the same allowance for travelling expenses, etc., as that of other officers of the organization.

The Secretary-Treasurer must devote his whole time to the business of this organization and engage in no other business except that concerning the International Stereotypers' and Electrotypers' Union.

Sect. 2. The compensation of an unsalaried officer shall be an amount for time lost equal to his earning capacity, or, if unemployed, the regular scale of his union, with hotel expenses, not in excess of \$3 per day, and first-class railroad fare by the shortest possible route; and in no case shall bills be honored unless an itemized statement of expenses is furnished the Secretary-Treasurer, nor shall the allowance for salary and expenses be greater than herein provided.

ARTICLE VIII.

APPEALS.

Section 1. All appeals from the decision of a subordinate Union shall be submitted to the President of the International Stereotypers' and Electrotypers' Union, and a decision rendered by that officer. Should either party feel aggrieved at the decision of the President of the International Stereotypers' and Electrotypers' Union, he shall have

the right of appeal to the Executive Board, and if not satisfied with the verdict of the latter body he shall be permitted to present his case to the International Stereotypers' and Electrotypers' Union at a regular session, which judgment shall be final.

ARTICLE IX.

REVENUE.

Section I. The revenue of the International Stereotypers' and Electrotypers' Union shall be derived as follows: From charters for subordinate Unions, \$5 per charter; from necessary supplies, at prices to be fixed by law, and forty cents per capita per month's dues, paid to the International Union from subordinate Unions, payable monthly, on or before the third Monday in each month. Money so received from subordinate Unions shall be receipted for by the Secretary-Treasurer and acknowledged by publication in the "International Stereotypers' and Electrotypers' Union Journal." Returns from subordinate Unions, under seal shall be made monthly to the Secretary-Treasurer, stating the number of members and the amount so forwarded, to the order of the International Union.

Sect. 2. The fiscal year of this Union shall commence on the first day of December and end on the 30th day of November in each year.

Sect. 3. Every member shall pay the sum of forty cents per month as dues to the International Union.

In addition to the other privileges conferred and enjoyed by membership in this Union, the payment of the above per capita tax entitles each member to a copy of the official "Journal" published by this Union each month, and also makes him a subscriber thereto.

Sect. 4. It shall not be permissible for the International Stereotypers' and Electrotypers' Executive Board to impose upon the members a special assessment of any character without submission to a referendum vote, except as otherwise provided by law.

Sect. 5. It shall be mandatory upon the Editor of the official Journal, 60 days prior to such referendum action on any proposition, to officially announce the nature of the proposed levy, and extending an open invitation for the widest discussion of its merits or demerits in the following issue of the Journal.

Sect. 6. Its final adoption shall require a majority vote of all ballots cast.

ARTICLE X.

BUSINESS OF THE CONVENTION.

Section 1. The convention shall assemble at 9 o'clock a. m. (or as soon thereafter as convenient for the delegates) on the first day of meeting, and afterward shall meet and adjourn at such time as may be fixed by a majority of the members present.

Sect. 2. The following obligation shall be administered by the President to the several elected and appointed officers before they shall enter upon their respective duties.

You solemnly pledge your word and honor, in the presence of this Union, that you will, to the best of your ability, discharge the duties incumbent on you as _____ of the International Stereotypers' and Electrotypers' Union during your term of office.

Standing Committees.

Sect. 3. The President shall, immediately after the roll call, appoint the following standing committees:

i. A Committee on Credentials, to whom shall be referred the credentials of all members, said committee to examine all such credentials, and report

thereon to the Union as speedily as possible.

2. A Committee on Appeals, to whom shall be referred all grievances; whose duty it shall be to examine carefully the evidence brought before them, and report a resolution sustaining or dismissing the appeal.

3. A Committee on Laws, to whom shall be referred all proposed laws, petitions, memorials, and communications from delegates and Unions, and such other matters as this Union may direct.

Special Committees.

Sect. 4. Special committees shall be appointed only when it becomes necessary to relieve standing committees, or advisable when proposed legislation requires more time for examination and consideration than the standing committee can devote thereto. Each special committee shall consist of not more than five members; and no member of the Union shall be appointed on such committee unless present at the meeting at which the appointment is made.

Section 5. On all standing or special committees all the crafts or branches shall be represented as equally as possible.

Standing Orders.

Sect. 6. No person other than the duly elected delegates shall be admitted to the floor during the session of the International Stereotypers' and Electrotypers' Union Convention except by unanimous consent, unless they be ex-delegates or officers of subordinate Unions, who shall be entitled to the privileges of the floor by a vote of the majority of delegates present.

But nothing in this section shall be construed as operating against the right and privilege to the floor of the members of the International Executive Board in attendance at the convention, on any question or matter of interest to such officer.

Sect. 7. The Secretary-Treasurer shall have the proceedings of the International Stereotypers' and Electrotypers' Union Convention printed after each session and furnish a copy to each delegate in attendance. Within thirty days from date of Convention's final adjournment, complete copies of entire proceedings must be forwarded to each Local Union.

Sect. 8. In the absence of a standing rule, reference shall be had to "Roberts'

Rules of Order" as the guide of the Union.

ARTICLE XI.

CRAFTS AND BRANCHES.

Section 1. The various crafts and branches comprised in the jurisdiction of this Union shall be designated and known as stereotypers, electrotype finishers, and electrotypers, and no person shall be admitted as a member of any subordinate Union unless he be a journeyman and competent workman at one of the above-named crafts or branches.

Sect. 2. Local Unions having jurisdiction over the electrotyping branches of our craft may, for the purpose of organization, admit to membership helpers or floor hands, and can issue to such helpers or floor hands so admitted certificates of membership or travelling cards. Local officers when issuing such travelling cards must specify in writing on such cards the particular division or branch at which the holder is entitled to work and the recognition of travelling cards so issued to helpers and floor hands shall be subject to the laws of the various local Unions.

Sect. 3. Any subordinate Union in this Union may be composed exclusively

of members belonging to only one craft or branch, or may comprise several crafts or branches; but where a Union is composed of members belonging to more than one craft, the different crafts shall be classified accordingly.

Sect. 4. No member of a subordinate Union in the jurisdiction of this International Stereotypers' and Electrotypers' Union shall be allowed to work as a journeyman within the jurisdiction of this Union unless such member has served an apprenticeship of at least five years at the craft.

ARTICLE XII.

TRANSFERS.

Section 1. Transfers from one craft or branch to another can be made only on the following conditions:

1. The consent of the local Union or Unions having control of the craft within whose jurisdiction such transfer is to be made.

2. No travelling card can be issued (to work at the transferred branch) unless the member has worked three years at such transferred branch within the jurisdiction of the Union which authorized such transfer.

3. But members who have qualified at more than one branch shall have the privilege of working at any branch for which they have qualified.

ARTICLE XIII. AUDITING ACCOUNTS.

Section I. The President shall cause the books and accounts of the Secretary-Treasurer to be audited once a year, by an accountant, who shall submit a report to the President, who shall cause its publication in the Official Journal. The examination shall be made some time during the month preceding the sessions of the annual conventions, an attested copy of the report to be submitted to the convention in the officers' report.

ARTICLE XIV. CERTIFICATE OF MEMBERSHIP AND WITHDRAWAL CARDS.

Section I. The International Stereotypers' and Electrotypes' Union shall issue, in blank forms, cards with appropriate designs, and known as the "Certificate of Membership" and the "Withdrawal Card," which shall be furnished subordinate Unions at prices fixed by law of this Union, to be used by mem-

bers in good standing, on proper application being made therefor.

Sect. 2. The said Certificate of Membership shall in its original form consist of three divisions, A, B, C.; to be made in book form, and shall be in words as follows:

Division A:

This is to certify that , the bearer hereof, whose signature appears in this certificate, is a member in good standing of Union, No. , of the of and is entitled to the friendship and good offices of all unions under the jurisdiction of the International Stereotypers' and Electrotypers' Union.

Bearer has paid International Union per capita tax for month of , 19..

Given under our hand and the seal of the Union at , this day of , 19..

Craft or branch

(Seal.)

. , President.

. , Secretary.

. Member's Signature.

Countersigned

Secretary-Treasurer I. S. & E. U.

This certificate expires in three months from date.

Divisions B and C to be in words, each division like the other, as follows:

| | |
|----------------------------|---------------------|
| Admitted to Union No..... | |
| How and when admitted..... | |
| General appearance..... | |
| | |
| [Present age]..... | |
| Craft or branch..... | |
| (Seal.) | |
| | , President. |
| | , Secretary. |
| | Member's Signature. |

On issuance of card (Division "A") by the Secretary of a subordinate Union, the said Secretary shall fill in divisions "B" and "C" each like the other, and have member drawing card attach his signature to said divisions "B" and "C."

On the depositing of a travelling card (Division "A") the Secretary of the subordinate Union where deposited shall, within thirty days, return said card (Division "A") to the Secretary who issued it, said (Division "A") shall be retained by him, as also (Division "C"), these to become a part of the files of the Union of which he is the Secretary; on receipt of said card (Division "A") by the Sec-

retary who issued it, he shall detach (Division "B") and send it to the Secretary of the Union which took the card (Division "A") on deposit.

Failure of Secretaries to comply with the requirements of this section will subject them to a fine of ten dollars (\$10.00).

Sect. 3. The issuance of this certificate shall in no case work a forfeiture of membership in the subordinate Union from which it was drawn until such certificate shall have been accepted by a sister subordinate Union or shall expire by limitation.

Sect. 4. The Withdrawal Card shall contain on its obverse side the following words:

International Stereotypers' and Electrotypers' Union of North America.

Honorable Withdrawal Card.

This certifies that , the holder hereof, is at this . . . day of . . . 19 . . . a member in good standing of the International Stereotypers' and Electrotypers' Union, of the . . . Union No. . . . , and is granted this Honorable Withdrawal Card, which exempts him from all dues or taxes whatsoever, and acquits him of all rights to benefits of any kind whatsoever in said organization; and he is required to deposit same with the proper

officer before seeking work under the jurisdiction of any subordinate Union; and he promises not to violate any trade requirement of the said International Stereotypers' and Electrotypers' Union or its subordinate bodies, while holding this card.

Witness our hands and the seal of the Union, the day and year first above written.

(Seal.) President.
..... Secretary.

Countersigned,
Sec.-Treas. I. S. & E. U.

Craft or branch.....

The reverse of the card shall contain the following, which must be subscribed when holder deposits same for the purpose of resuming active membership:

I hereby affirm, on my honor as a man, that since receiving this card I have not been guilty of violating any regulation of the International Stereotypers' and Electrotypers' Union, or any Union subordinate thereto; and this declaration is made with the full knowledge that any wilful misrepresentation renders me liable to discipline. (Signature.)

This card can only be accepted by local issuing same.

Sect. 5. When a card is issued to a member the Secretary issuing such card shall insert in ink the particular branch of the craft to which the member belongs.

Sect. 6. Members in good standing who cease to work at the business, or remove from the jurisdiction of a subordinate Union shall be entitled to the Withdrawal Card issued by this Union, which exempts them from the payment of all dues, and deprives them of all offices and benefits whatever. Immediately on returning to the business the holder shall deposit same and be immediately placed on the active list.

Sect. 7. A member of a subordinate Union working regularly at the business cannot demand the right of withdrawing from the Union on the plea of economizing expenses or of inability to pay his dues; and the Union, in such a case, is justified in refusing a card.

Sect. 8. Any member taking a Withdrawal Card vacates any office he may hold in the Union.

Sect. 9. No member of any subordinate Union under the jurisdiction of the International Stereotypers' and Electrotypers' Union shall be permitted to draw

a traveling card until he shall have worked five (5) years at the business.

Sect. 10. It shall be the duty of the Secretary of a subordinate Union to take up the Working Card of any member desirous of leaving its jurisdiction, before a travelling card can be issued to him.

ARTICLE XV.

PENALTIES.

Section 1. The charter of any subordinate Union which shall fail or refuse to pay its per capita and other moneys, or any part thereof, within three months after becoming due, shall be suspended, and the Secretary-Treasurer is directed not to issue Certificates of Membership to any Union thus in arrears. Provided, that the Secretary-Treasurer shall give such derelict Union thirty days' notice of the action to be taken.

Sect. 2. Any subordinate Union which shall fail to make the annual return and other reports required of it by the International Stereotypers' and Electrotypers' Union, or its Executive Board, shall be fined \$10 for such failure. Provided, that the Secretary-Treasurer shall give fifteen days' notice

to such derelict Union of the action to be taken.

ARTICLE XVI.

ENACTMENT OF LAWS.

Section I. Laws for the government of the craft throughout the jurisdiction of the International Stereotypers' and Electrotypers' Union may be enacted and enforced by this Union as provided for in Article XVIII. of this Constitution, and any subordinate Union within its jurisdiction refusing to abide by and obey its laws and decisions or any part thereof shall be disciplined therefor, in such manner, or have its charter suspended, as this Union, through its Executive Board, may decree. Provided, that a Union so suspended shall have the right of appeal to the International Stereotypers' and Electrotypers' Union at its next meeting.

ARTICLE XVII.

QUORUM.

A majority of the delegates in attendance at any session of the International Stereotypers' and Electrotypers' Union shall constitute a quorum for the transaction of business.

ARTICLE XVIII.

AMENDMENTS.

Section 1. All amendments to this Constitution and General Laws shall be submitted in writing or print at the convention of the International Stereotypers' and Electrotypers' Union, and if approved by a majority of the delegates shall then be submitted to all the Unions under the jurisdiction of this Union without any additional comments or explanatory note. Each member of a subordinate Union shall have the right to vote on any amendment, and the result shall be reported in detail by the Secretary of each subordinate Union to the Secretary-Treasurer not later than November 15. The vote shall be canvassed by the Election Board (provided for by Sections 8 and 10, Article IV., of this Constitution). Having received a two-thirds vote of the members voting, it shall be declared adopted by the Executive Board upon receiving a certificate to that effect from the Election Board.

Sect. 2. All amendments and propositions shall be designated by Article and Section and reference made to page number in the Constitution.

In presentation of any amendment providing for the elimination, modification, or extension of any statute, the *existing* law shall be given verbatim and precede the form of law as amended, and this same method shall apply in submission to referendum of all amendments.

Sect. 3. All propositions to amend or change the Constitution or By-Laws must be so sub-divided, when the sense will permit, as to preclude the possibility of one clause which is objectionable defeating another which might be considered desirable legislation.

Sect. 4. Any subordinate Union shall have the right to submit in writing amendments to the Constitution or General Laws of this Union, and if such amendments are supported in writing by fifty members of the International Stereotypers' and Electrotypers' Union (provided that not more than fifteen members of any one local Union shall sign), the Secretary-Treasurer shall immediately have such amendments printed and sent to all subordinate Unions for action, as provided for in the first section of this article, the vote to be taken within a time to be fixed by the Executive Board.

Sect. 5. All amendments to the

Constitution or General Laws submitted to the referendum in accordance with Section 4, Article 18, page 43, of this Constitution shall become effective or operative not less than 60 days after its endorsement by the referendum as per Section 1, Article 18, page 42, of this Constitution.

No amendments shall be permitted to be presented 60 days before or after an annual meeting of this Union.

Sect. 6. All propositions or amendments favorably acted upon by the annual convention of the International Stereotypers' and Electrotypers' Union shall be voted upon by subordinate Unions during the month of October following such International Stereotypers' and Electrotypers' Union Convention.

ARTICLE XIX.

OBLIGATIONS FOR SUBORDINATE UNIONS.

Section 1. It shall be mandatory upon all subordinate Unions to insert in their Constitutions and By-Laws the obligation as stated in Article XIX., Section 1, and also Sections 1, 3, 8, 13, 18, 23, 24, 29, 30, 31, 32, 34, 41, 52 and 53 of the General Laws as contained in the Constitution of the International Stereotypers' and Electrotypers' Union.

Obligation.

Every person admitted as a member of this Union shall be introduced to the presiding officer and requested to raise his right hand while repeating these words:

I (give name) sincerely promise to guard the business of this Union; I will honestly abide by the Constitution, By-Laws, adopted scale of wages, and decisions of the majority. I will use every endeavor to procure employment for members of the International Stereotypers' and Electrotypers' Union in preference to others; I will not subordinate my duty to the Union in behalf of any other society or combination; I will not wrong a brother member or see him wronged if in my power to prevent; to all of which I hereby pledge my honor.

ARTICLE XX.

OBLIGATION FOR DELEGATES.

Section 1. The following obligation shall be administered to each and every delegate of the International Stereotypers' and Electrotypers' Union immediately after the report of the Committee on Credentials:

I (repeat name individually) solemnly swear (or affirm) that I do not belong, nor will I belong at any time in the future to any society or combination composed wholly or partly of members of the International Stereotypers' and Electrotypers' Union, or any other Union under its jurisdiction, the intent and purpose of which is to interfere with the trade regulations or influence or control the legislation of this or any other Union, or the selection or election of any officer or officers.

ARTICLE XXI.

SIX DAY LAW.

No local Union shall permit any journeyman member to work more than six days in any one week (6 days to constitute a week's work), provided, however, that if no substitute is procurable said law shall not be considered operative.

ARTICLE XXII.

AUTOPLATE.

Section I. None but journeymen members of this Union shall be employed to operate the Autoplate or similar machines when such machines are introduced.

Sect. 2. When said Autoplate machine is in use and being operated without routers, not less than four journeymen members of this Union shall be employed to operate same. When this machine is in operation, the four men shall devote their whole time to such operation only.

Sect. 3. Members of this Union shall handle and deliver all plates made and cast by the machine.

Sect. 4. It shall be the duty of the members employed upon and operating the machine—

To keep such machine clean and in working order.

To make all necessary repairs, adjust parts, etc., and to do all work not strictly requiring the services of a machinist.

Sect. 5. It is the desire of this Union that the entire membership employed in offices where the machine is in use, should become practically familiar with the operation and care of this and similar machines.

With this object and ultimate end in view, foremen, and the membership in general, are expected to co-operate.

It is particularly enjoined and requested that no member shall be discriminated against.

Sect. 6. That it be compulsory on local Unions of stereotypers to select a committee on Autoplate machines, whose duty it shall be to collect statistics in regard to such machines and file same with the International Secretary-Treasurer.

JUNIOR AUTOPLATE.

Sect. 7. None but journeymen members of this Union shall be employed to operate the Junior Autoplate and Shaver when such machine is introduced.

Sect. 8. When said Junior Autoplate Machine and its Shaver is in use and being operated, not less than three journeymen members of this Union shall be employed to operate same.

When this machine is in operation the three men shall devote their whole time to such operation only.

When a double autoplate junior and shaver is in operation, not less than six journeymen shall be employed to operate same. When this machine is in operation, the six journeymen shall devote their whole time to such operation only. All disputes arising between publishers and local Unions regarding operation of autoplate machines, of any character,

shall be referred for adjustment to the Executive Board of the I. S. E. U.

Sect. 9. Members of this Union shall handle and deliver all plates made and cast by these machines.

Sect. 10. It shall be the duty of the members employed upon, and operating these machines to keep such machines clean and in working order. To make all necessary repairs, adjust parts, etc., and to do all work not strictly requiring the services of a machinist.

Sect. 11. It is the desire of the Union that the entire membership employed in offices where these machines are in use, should become practically familiar with the operation and care of these and similar machines. With this object and ultimate end in view, foremen and the membership in general are expected to co-operate.

It is particularly enjoined and requested that no member shall be discriminated against.

ARTICLE XXIII.

BURIAL FUND.

Section 1. On the death of a member who has, previous to his decease, been continuously for one year a member in

good standing of the International Stereotypers' and Electrotypers' Union, the President and Secretary of the subordinate Union of which he was a member at the time of his death shall draw an order on the Secretary-Treasurer of the International Union for the sum of sixty (60) dollars, for the burial expenses of the deceased, which order must be honored immediately.

Sect. 2. No funeral benefit claim shall be allowed, unless the deceased was possessed of a current Working Card at the time of his death, nor shall a funeral benefit claim be allowed if, at the time of death, the Union of which deceased was a member was in arrears to the International Union for per capita tax.

Sect. 3. In case of the decease of a member holding a Certificate of Membership, the President and Secretary of the nearest Union shall act in the premises.

ARTICLE XXIV.

ARBITRATION, CONTRACTS, SCALES OF WAGES.

Section 1. When disputes arise between subordinate Unions, or subordinate Unions and employers, which can not be adjusted after conference between

the parties at issue, the matter may be settled by arbitration.

Sect. 2. No local Union shall sign a contract guaranteeing its members to work for any proprietor, firm or corporation, unless such contract is in accordance with International law and approved by the International President.

Sect. 3. It is imperatively ordered that the executive officers of the International Stereotypers' and Electrotypers' Union shall not submit any of its laws to arbitration.

Sect. 4. All Constitutions and By-Laws and scales of wages of Local Unions of this body must be submitted to the Executive Board for approval before being adopted.

Sect. 5. No local Union shall enter into negotiations pertaining to the establishment of new wage scales or the rectifying of unsatisfactory conditions without apprising the executive officers regarding the nature of the demands and the contemplated method of procedure for the procuring of those demands, and no agreement shall be considered binding upon a local if same does not bear International endorsement in written form duly signed by the proper International officers.

ARTICLE XXV.

NEW LAWS.

Section 1. All new laws of the International Stereotypers' and Electrotypers' Union, unless otherwise provided for, shall be in full force and effect on and after the first day of January succeeding the adjournment of each convention.

ARTICLE XXVI.

CONFLICTING LAWS.

Section. 1. All laws or parts of laws conflicting with this Constitution are hereby declared null and void.

GENERAL LAWS.

Membership.

Section 1. No Union shall admit as a member any person who comes from a place where a Union existed at the time of his leaving, unless he can produce a duly attested Certificate of Membership from said Union; and any person admitted by such certificate shall be exempt from the usual initiation fee. Provided, however, that an applicant for membership without a certificate may be admitted by obtaining the permission of the Union in the place which he has left. Any subordinate Union violating this law shall be liable to a fine of \$25.

No Union shall admit as a member any person who has been expelled by another Union, without the written official consent of the Union by which such person was expelled, nor then if the person applying for membership has had his application for membership rejected by the Union which expelled him, within a period of six months previous to making such application to the other Union. Membership obtained contrary to the above provisions of this section shall be

null and void, and it shall be the duty of the Executive Board of this International Union, whenever such action on the part of a local Union is called to its attention, to issue an order revoking such illegal membership, together with any certificate of membership which may have been illegally issued to such person.

Sect. 2. Members in good standing who are desirous of leaving the jurisdiction of the Union to which they belong shall be entitled to receive the International Stereotypers' and Electrotypers' Union Certificate, which shall be furnished upon the payment of the current month's dues; and any member receiving such certificate shall deposit the same with the proper Union officer when accepting work within the jurisdiction of any Union subordinate to the International Stereotypers' and Electrotypers' Union. (See Section 3.) Any member neglecting his duty, as prescribed in this section, shall be regarded as a delinquent, and upon re-admission into any subordinate Union shall be required to pay the usual initiation fee.

Sect. 3. A member of a Union going into the jurisdiction of a sister Union must deposit his card. (See Section 2.)

Where the deposited travelling card shows the International Stereotypers' and Electrotypers' Union per capita tax for the current month is paid, a sum equal to the same shall be deducted in charging dues for that month.

Sect. 4. An applicant for membership, working under permit pending final action on his case, is entitled to work in Union offices and receive the same recognition as members of the Union, and he shall not be allowed to withdraw his application upon which a permit has been granted, but must await the action of the Union. When an applicant for membership or reinstatement is once rejected in a subordinate Union he cannot again make a new application to any Union for the space of six months.

Sect. 5. Members employed under permit in non-union offices cannot engage in a strike ordered by any other body than the Union they belong to.

A regular holding a situation in one office must not accept casual employment in another to the detriment of substitutes.

Certificate of Membership.

Sect. 6. It is competent for the Secretary or other authorized officer of a sub-

ordinate Union to receive the Certificate of Membership at any time, if the card be clear and within date and no charges are pending against the holder. Membership in said Union shall date from time of said reception.

Sect. 7. The International Stereotypers' and Electrotypers' Union cards must be received (if within date), notwithstanding the fact that charges may be pending in a sister Union against an officer of the Union issuing the same. Provided, such charges were not made known to said Union previous to the issue of said card.

Sect. 8. When a member loses his Certificate of Membership, it is the duty of the Union from which he received it to issue him another one. Provided, he has not worked in the jurisdiction of any other subordinate Union before making his loss known and receiving its permission to work, and there are no charges or objections made against him either by the Union from which his card was first issued, or that in whose jurisdiction he desires to go to work, and his original card had not expired before he made his loss known.

Sect. 9. The fact of a change of officers of the International Stereotypers'

and Electrotypers' Union does not invalidate a clear card, within date, signed by a former officer, but all certificates issued and received must be in form as specified in Art. XIV., Sec. 2. This form being good until used. Provided, the Union remains in existence as a part of this organization.

Sect. 10. Certificates of Membership of a body of stereotypers or electrotypers where a charter has been revoked by this Union will not be honored by local Unions pending an appeal to the next session. The decision of the International Stereotypers' and Electrotypers' Union is final and binding, and must be abided by until reversed by a future convention.

Sect. 11. Where a member has lost his card, and the Union which issued it refuses to renew it, the Executive Board of the International Stereotypers' and Electrotypers' Union have the power to grant him one over their signatures. Provided, such member has not forfeited his right to a card by anti-union conduct.

Sect. 12. All Certificates of Membership issued by subordinate Unions must have the seal of the Union issuing it stamped thereon.

Sect. 13. A member on depositing his card shall not be subject to an assessment levied for the payment of debts incurred by a local Union previous to the depositing of such card.

Sect. 14. All signatures, dates and names to Certificates of Membership, when issued, shall be in ink.

Sect. 15. In the event of a member who has received a travelling card from one subordinate Union and has deposited same with another, returning to the jurisdiction of the Union issuing the card, it shall be compulsory for the last mentioned Union to receive satisfactory evidence of the good standing of such member in the Union where such card was deposited before re-admitting him to membership.

Sect. 16. Secretaries of subordinate Unions, when issuing a travelling card, shall require the member to place in the blank for that purpose his (the member's) signature in the presence of the Secretary, and the Secretary receiving a travelling card shall require the holder to sign his name on a piece of paper for comparison, and should there be a discrepancy, the Secretary shall take up the card pending investigation. Any violation of this section shall be punished by

a fine of \$5. Provided, this shall not apply to cards forwarded by mail.

Sect. 17. A subordinate Union shall not issue a travelling card to a member against whom charges are pending.

Renewals.

Sect. 18. Travelling cards may be renewed if presented for renewal any time within three months after the date of issue. Provided, the application for renewal be accompanied by satisfactory evidence that the applicant has not in the meantime been guilty of any anti-union conduct. Should the Union issuing such card have in the meantime ceased to exist, it is the right of the Union man holding such card to have it accepted by any subordinate Union on his showing to the satisfaction of such Union that his record has been a clear one since the date of issue of such card.

Apprentices.

Sect. 19. It is enjoined upon each subordinate Union to make regulations limiting the number of apprentices to be employed in each office to one for such number of journeymen as to the Union may seem just.

No subordinate Union shall admit to

membership any person who has not served an apprenticeship of at least five years.

An apprentice at stereotyping or electrotyping must make application for membership to the Union having jurisdiction over the office in which he serves his apprenticeship.

Where an apprentice has intermittent employment, local Unions shall require affidavit from applicant regarding time of service, such affidavits to be on file and authenticated before favorable action shall be taken on said apprentice's application for membership.

It shall be mandatory upon every chairman of chapel to register apprentices with the secretary of his local union and with the Secretary-Treasurer of the I. S. & E. U., within thirty days after employment.

In the event of such registered apprentice losing his position through no fault of his own (which fact is to be determined by the local within whose jurisdiction he has been employed) he shall be eligible to the first apprentice vacancy occurring to complete his unexpired term of apprenticeship.

Apprentices in any office under the jurisdiction of the International Stereo-

typers' and Electrotypers' Union shall not be permitted to work more than six day or night shifts within one week.

Provided, That the Executive Board shall be authorized to permit an apprentice to work more than six days or nights when in their judgment conditions would warrant the same.

Appeals.

Sect. 20. Any member of a subordinate Union feeling that injustice has been done him by his Union may appeal his case in the manner provided for in Article VIII. of the Constitution. Provided, that notice of intention to appeal be filed with the proper officers of the subordinate Union within five days, and that appellant serves copies of all testimony and argument upon said officials within thirty days after the trial court has rendered its decision, and respondent shall reply thereto within a like period. Provided, further, that the President of this Union may grant a further extension to either party if, in his opinion, the ends of justice will be subserved thereby.

Sect. 21. All parties to an appeal to this Union in cases where documents are to be submitted to the officers of the

Union, are required to go before a notary public and make affidavit to the truth of their statements.

Sect. 22. In cases of appeal against the action of a subordinate Union, its decision must be complied with in the interim. Provided, that should a verdict of reprimand or censure be adopted, it shall not be enforced against the convicted prior to the decision of an appeal, in case such an appeal be taken, in case notice of appeal is given within five days; and in all cases involving a demand for fines, dues and assessments, or other moneys, the amount in dispute must be placed in the hands of the President of the subordinate Union, to be held by him until the appeal has been finally decided. Provided, further, that the President and Executive Board of the International Stereotypers' and Electrotypes' Union may, upon a satisfactory showing being made by the aggrieved party, issue a temporary order, holding a final decision in abeyance until such time as a full hearing can be obtained before the appellate court.

Charges.

Sect. 23. When a Union arraigns a member on any cause without its juris-

diction, and the party so arraigned has formerly been in good standing with the craft, it is the duty of said Union to give him official notification of the fact, and allow him the privilege of defending himself in open meeting.

Sect. 24. When a subordinate Union is cognizant of the performance of a disreputable act on the part of a member not working within its jurisdiction, whether such act was committed within its jurisdiction or not, it is its duty to prefer charges against him before the Union under whose jurisdiction he does work.

Charters.

Sect. 25. In all applications for charters no other name shall be recognized than that of the city or town in which the Union is located as the name of said Union.

Sect. 26. A majority of a Union cannot by vote surrender its charter. Charters being granted to five members, a Union cannot be dissolved while there are that number in good standing willing to retain the charter.

Sect. 27. A subordinate Union has not the right to erase the names of charter members (who may have ceased to

be Union men from any cause) from their charters and substitute others in their places. The charters (as to names) must remain as issued by the Union. There is nothing, however, to prevent a Union attaching to such charter a sketch of the delinquency or degeneracy of any party whose name appears thereon as a charter member.

Sect. 28. It is competent for a subordinate Union to take a charter from any State within which it may be located, in order to protect itself in the possession of property and other legal rights, but the charter of this Union is supreme and governs in all craft matters where it does not conflict with the laws of the State or nation.

Foremen.

Sect. 29. Where it is in the power of a foreman or assistant foreman to employ help of the allied trades and he shall employ a non-union man in preference to a Union man, he shall be fined not less than \$5 nor more than \$25, and on the second offence he shall be subject to suspension or expulsion.

Sect. 30. It shall be a misdemeanor, punishable by expulsion, for one Union man to make application for the posi-

tion of another Union man in any office. Foremen of offices have the right to employ journeymen or apprentices, providing, however, that there is no apprentice duly registered for two years unemployed, and may discharge (1) for incompetency, (2) for neglect of duty, (3) for violation of office rules (which shall be conspicuously posted), and (4) to decrease the force, such decrease in offices to be accomplished by discharging, first the person or persons last employed, either as regular employees or extra employees as the exigencies of the matter require. No incoming foreman shall discharge any journeyman for the express purpose of reorganizing his force. Should there be an increase in the force within sixty (60) days after a decrease the person or persons displaced through such cause shall be reinstated in the reverse order in which they were discharged before other help may be employed. Upon demand, foreman shall give the reason of discharge in writing. Persons considered capable as substitutes by foreman shall be deemed competent to fill regular situations. This section shall apply to incoming as well as outgoing foremen.

Provided, however, that no journey-

man member of any chapel coming under the jurisdiction of the I.S. & E.U. shall, because of his selection as assistant foreman, lose the rating held by him as a journeyman, previous to his promotion, and reduction of forces shall be conducted in strict conformity with this provision.

Sect. 31. Foremen shall not designate any particular day or how many days a man shall work in one week.

Sect. 32. No foreman shall have the right to discharge or discipline a regular for putting on an incompetent "sub," provided, the foreman has not notified the regular of the "sub's" incompetency.

Sect. 33. No foreman shall be privileged to debar any member holding a paid-up journeyman's current working card, from employment in any office, except by consent of his local union.

Sect. 34. Where the scale of prices of a subordinate Union does not provide an established rate of wages for foreman and assistant foreman, a stereotyper or an electrotyper applying for or accepting the situation of any foreman or assistant foreman within its jurisdiction, at a less rate of wages than the then foreman or assistant foreman is receiving, shall be deemed unfair, and if a

Union member, shall be expelled from the Union of which he is a member.

Sect. 35. No member of a local Union working under the jurisdiction of the I. S. & E. U. shall take charge of any stereotype or electrotype foundry with a less number of members of this Union than has been employed by his predecessor unless such reduction is properly accounted for to the entire satisfaction of a majority of the members of his Union at a special or regular meeting. Any violation of this law shall be punishable by a fine not less than one hundred (\$100) dollars.

Sect. 36. A foreman or superintendent of a newspaper stereotyping department cannot transfer a member of any local union from a morning edition to an evening edition, or vice versa, in any office, unless agreed to by the member affected, and with the consent of the local union. Provided, however, that nothing herein contained shall affect the rating of members as defined by local Union laws.

Duties and Rights of Subordinate Unions.

Sect. 37. Secretaries of subordinate Unions are required to furnish the Sec-

retary-Treasurer the names of all applicants for admission who have been known to or are suspected of having worked under the jurisdiction of a sister Union or about whose antecedents there is the least doubt, and no such applicant shall be received into membership until twenty days after the date of such publication; organizers are also required to send the said International Stereotypers' and Electrotypers' Union official for publication the names and addresses of all applicants for membership. Provided, so much of this provision as applies to subordinate Unions shall not be operative during the progress of a strike or during the life of amnesty declared in accordance with the requirements of the laws of this body.

Sect. 38. All correspondence between subordinate Unions as to character, etc., of applicants for membership, and all other business of like nature, shall be conducted in sealed envelopes.

Sect. 39. Local Secretaries shall answer every communication received by them from International or local Unions.

Sect. 40. It shall be the duty of Presidents of subordinate Unions to report to the President of the International

Stereotypers' and Electrotypers' Union all violations of the laws of the International Stereotypers' and Electrotypers' Union occurring within their jurisdiction.

Sect. 41. Members of subordinate Unions shall not leave situations in remote places without first notifying the Union of such intention and trying to place a Union man in such situation.

Sect. 42. A Union has the right to demand arrears in the matter of dues, assessments, and payments of all indebtedness before granting a Certificate of Membership, although other members may not have been compelled to pay up.

Sect. 43. No subordinate Union shall admit to membership any person who has not served an apprenticeship of at least five years. It shall be mandatory upon every affiliated local not to admit to journeyman membership any apprentice unless his competency has been proved by a most rigid examination, consisting of a practical mechanical test.

Sect. 44. Subordinate Unions, acting in conjunction with the Executive Board, have a right to declare a general amnesty for a set period to non-union men working in the territory under their jurisdiction.

Sect. 45. It shall be mandatory upon every Union to immediately establish a minimum scale of wages, such scale to be put into effect as soon as possible; but before any new or amended scale is adopted by the Union it shall be submitted to each publisher or employer interested and conciliatory endeavors taken to secure his consent. Classification of members employed in stereotype departments will not be permitted.

Sect. 46. All Unions under the jurisdiction of the International Stereotypers' and Electrotypers' Union shall furnish a copy of their Constitution and By-Laws and adopted and established Scale of Wages to the Secretary-Treasurer, who shall arrange same alphabetically and have wage-scale and conditions printed and furnish each local with a copy of same annually. Any local Secretary failing to promptly forward the required information shall be subject to such discipline as the International Executive Board may elect.

Sect. 47. The International Stereotypers' and Electrotypers' Union hereby indorses all Union labels, and requests its members to purchase only goods marked with a Union label when such goods are obtainable.

Discipline.

Sect. 48. Members of subordinate Unions may be disciplined for violation of International Stereotypers' and Electrotypers' Union law. Charges against members shall be presented in writing, and a copy of the charges shall be furnished the accused.

Delegates.

Sect. 49. No delegate shall be entitled to vote in the convention of the International Stereotypers' and Electrotypers' Union whose Union has not previously paid over to the proper officers the per capita tax and all indebtedness of his Union.

Seal.

Sect. 50. It is enjoined upon each subordinate Union to have a suitable seal engraved, to authenticate all documents.

“Ratting.”

Sect. 51. A member of a Union engaging to take a situation in the jurisdiction of another Union at a lower rate of wages than the scale of prices of the latter Union calls for, and failing from any cause to obtain the same, is guilty of “ratting.”

Working Hours.

Sect. 52. Pooling of hours shall be and is prohibited. (Pooling of hours shall be construed to mean the practice of working fewer hours than the scale calls for on certain days, giving the time saved to another day when the work necessitates additional time, such to be given to the office before overtime is charged. Provided, that when the scale calls for a six or seven hour day for certain days, and an eight or nine hour day for others, this shall not be considered the pooling of hours.)

Sect. 53. All electrotype foundries doing stereotyping to the extent of one day (eight hours) or more per week shall employ a Union stereotyper for this work.

Dues and Assessments.

Sect. 54. Each subordinate Union shall pay into the treasury of the International Stereotypers' and Electrotypers' Union the per capita tax and all assessments collected or levied by the International Stereotypers' and Electrotypers' Union, the same to be forwarded to the Secretary-Treasurer of the International Stereotypers' and Electro-

typers' Union as soon after its receipt as is practicable.

Local Secretaries shall fill out and attest the regular monthly report sent them by the International Secretary-Treasurer. They shall forward same to the office of the International Secretary-Treasurer not later than the 15th of each month. Failure to forward such report within the time stipulated shall be referred to the International Executive Board, they to have the power to fine, reprimand or censure.

Trials and Charges.

Sect. 55. 1st. Neglect of duty by an officer or failure to comply with the provisions of the International or local laws by members, may be punished by reprimand, fine, suspension or expulsion in accordance with the provisions of the laws of local Unions. No punishment may be inflicted or penalty enforced until after due trial in accordance with local and International law. Charges against a member must be made in writing by a member, and may be presented to the president of the local Union at any time, who shall forthwith appoint a committee of three or more to examine the case. Said committee

shall notify the parties and their witnesses of the time, place and object of sitting. Both parties shall have the right of counsel, who shall be members of the Union. At the demand of either party witnesses shall be sworn by a notary public. If either party fail to appear (unless excused for cause shown) the inquiry shall proceed, and the committee shall at the next stated meeting report the evidence and its judgment on the case.

2d. If the charges be sustained in whole or in part, the accused shall have the privilege of defence before the Union, after which the Secretary shall read the judgment of the committee and the President shall submit it to a vote of the Union. If sustained the presiding officer shall pronounce the sentence agreed on. Punishment other than that recommended by the committee may be substituted by the Union.

3d. The evidence of "Rats" shall not be received in the trial of Union men.

4th. Evidence from the books and bookkeeper of an office should be considered good evidence on the trial of a Union man for violation of scale, unless surrounding circumstances or Union evidence in rebuttal weakens or destroys it.

5th. No evidence shall be considered by the examining committee except such as shall be offered at a regular hearing of the committee.

Sect. 56. Any member or members of any subordinate union circulating or causing to be circulated in any way malicious or untrue statements reflecting upon the standing or character, private or public, of any officer or member of the International Stereotypers' and Electrotypers' Union, or impugning the motives or reflecting upon the honesty of any officer or member of the International Stereotypers' and Electrotypers' Union, shall be deemed guilty of un-unionlike conduct, and upon conviction before a trial board : shall be fined not less t^han ten (10) dollars nor more than fifty (50) dollars, as two-thirds of the members may determine. It shall be the duty of the Executive Committee of each subordinate Union to investigate and prosecute all violations of this law occurring within its jurisdiction. It shall also be the duty, and it is hereby imperatively ordered, that any subordinate Union, or any member of a subordinate Union, shall prefer charges before the proper authorities against all violators of this Section.

Affiliations.

Sect. 57. Local Unions are urged to affiliate with and attach themselves to the various central bodies in their localities.

Working Rules.

Sect. 58. Any member of a subordinate Union holding a regular position on a newspaper must put on a substitute when absent from the office where employed.

Sect. 59. A regular situation becoming vacant in an office must be filled permanently by the foreman within the space of one week after such vacancy occurs.

Sect. 60. Local Unions may create a special scale for stereotypers or electrotypers employed at the craft beyond the boundary line of the city or town wherein such Union is chartered, providing such action be deemed necessary and meets with the approval of the local Union having jurisdiction in conjunction with the sanction of the International Executive Board.

WOMAN'S AUXILIARY.

Sect. 61 Seven or more ladies securing the endorsement of the I. S.

and E. U. local Union or Unions of their city, may apply to International Secretary-Treasurer for the issuance of a charter, upon the payment of a sum not to exceed two dollars (\$2.00), said service to continue until taken up by and through the formation of an International Woman's Auxiliary, and it is further provided, that such local Woman's Auxiliaries shall receive no benefits other than the moral support of the I. S. and E. U. locals.

Journal.

Sect. 62. The International Stereotypers' and Electrotypers' Union Journal shall be published monthly, to be issued on the first day of each month, and shall contain the reports of the International officers, official orders, applications for membership, rejections, suspensions, expulsions, reinstatements, charters granted, charters suspended and the causes, a list of the names and addresses of corresponding and financial secretaries, of subordinate Unions, state of trade, advertisements meeting the approval of the Executive Board, and such other matter as may be of interest and importance to the stereotyping and electrotyping craft in general.

The management of the official journal shall be under the direct control of an Editor, selected and elected as provided in Article IV. of the International Constitution, but in order to qualify for the position he cannot hold any other International position. He shall at all times be under the control of the International Executive Board. He shall furnish advance proofs of each issue ten (10) days previous to the publication of same to each member of the Executive Board, and upon any question arising concerning the issue or withholding of any article a majority of the Board shall decide.

The editor shall solicit or secure all advertisements, and shall be placed under bonds and must make a detailed financial statement covering receipts and expenditures to International Executive Board every three months, and all funds in possession of the editor in excess of \$100 at the time of said financial report shall be turned over to the International Secretary-Treasury, who will receipt therefor.

Sect. 63. The editor shall mail monthly a copy of the Journal to each member. The Secretaries of local Unions must furnish the editor with

the home address of all members of the I. S. and E. U. in good standing.

He shall upon request of local Union Secretaries mail a sufficient number of copies of "Journal" for the purpose of distribution among the non-union men within their jurisdiction.

In consideration of his services the editor shall receive a salary of \$300 per annum.

DEFENCE FUND, STRIKES AND LOCKOUTS.

Sect. 64. In the event of a disagreement between a subordinate Union and an employer, which, in the opinion of the local Union, may result in a strike, such Union shall notify the President, who shall repair in person or by proxy to the place where said Union is located, investigate the cause of the disagreement, and endeavor to adjust the difficulty. If his efforts should prove futile, he shall notify the Executive Board of all the circumstances, and if a majority of said Board shall decide that a strike is necessary, said Union may be authorized to order a strike; and it is imperatively ordered that no strike or lockout shall be deemed legal, or moneys expended from the defence fund on that account, unless the strike or lockout shall have been authorized or recognized by the Executive Board.

Sect. 65. When a strike has been authorized by the Executive Board, the President of the subordinate Union interested shall, within twenty-four hours,

call a meeting of said Union (of which all members shall be constitutionally notified) to take action thereon, and no member shall vote on such question unless he is in good standing and has belonged to said subordinate Union at least six months. Should three-fourths of the members present decide in favor of a strike, the President of the subordinate Union shall immediately notify the Executive Board that a strike has been inaugurated and the number of men involved (Union and non-Union).

Sect. 66. When a strike has been inaugurated under the provisions of Sections 64 and 65, the Executive Board shall pay to the order of the President and Secretary of the Union involved, for a period of eight weeks, an amount equal to \$7 per week for each married man and \$5 per week for each single man entitled thereto.

Sect. 67. No member of a subordinate Union on strike shall be entitled to the weekly benefit unless he reports daily to the proper officer of the subordinate Union while the strike continues, and no member who shall receive a week's work (four days to be considered a week) shall receive benefits; any member refusing

work while out on strike shall be debarred from all benefits under this law.

Sect. 68. Any Union inaugurating a strike without the approval of the Executive Board shall receive no benefits on account of said strike. Provided, that if a strike, lockout, or reduction of wages be forced on a Union without an opportunity to carry out the provisions of Section 64 said Union shall be entitled to the full privileges of the defence fund.

Sect. 69. No strike shall be inaugurated by a subordinate Union prior to at least one year after the issuance of its charter.

Sect. 70. When there shall have been a strike ordered in accordance with the laws of the International Union, all Union men shall be deemed to have been notified. In case of a strike involving one-third of the membership of a Union, said Union may refuse to receive cards for a period not exceeding three months, or, with the consent of the International President, six months. With this exception no Union shall decline to receive a valid travelling card under any circumstances.

Sect. 71. All moneys received by a Union from the Executive Board shall only be used in supporting men on a

strike or lockout, in assisting their removal to other cities, paying the necessary expenses of the Executive Board, and prosecuting strikes in such a manner as the Union interested and the Executive Board shall deem necessary. Provided, the limit of times for which benefits may be paid in cases of strikes or lockouts shall not exceed eight weeks. Provided, further, that where a member who is on strike or lockout receives four weeks' continuous work, his name shall not again be restored to the list of those entitled to benefits.

Sect. 72. During the continuance of a strike the Executive Board of a subordinate Union shall make weekly reports to the Secretary-Treasurer of the International Union, showing the amount of money distributed for benefits, number of beneficiaries, heads of families and single persons, Union or non-Union, and all other facts that may be required. All moneys from the International Union defence fund remaining unused by the local Union shall be returned to the Executive Board.

Sect. 73. To affect Union men prejudicially to their standing in the Union who remain at work in an office where any number of the Union men in such

office have struck work on what they deem good grounds for such action, the strike must have been authorized in accordance with Sections 64 and 65 of this law. Unless so ordered, those remaining in the office are not liable to charges of violation of any Union laws by remaining at work.

Sect. 74. A member of a Union cannot go into the jurisdiction of a sister Union and take the place of a man on strike for wages without being liable to arraignment and penalty.

Sect. 75. It is contrary to Union principles for any person holding an International Certificate of Membership to go to work in a town or city where no Union exists during the progress of a strike without the consent of the parties engaged in such strike, and the Union issuing such certificate has the power, upon sufficient proof being furnished, to revoke the same and publish the holder thereof as an unfair man.

Sect. 76. In the event of a general strike in any city or town where several offices are involved no Union force of men shall refuse to work for a proprietor who agrees to pay the scale. Provided, they have the consent of the local Union.

Sect. 77. It shall be compulsory on the part of any subordinate Union anticipating trouble, sending out notices by telegraph "to keep away from the jurisdiction pending such trouble" to follow same up with a letter of explanation at once and as soon as the controversy is settled, to notify Unions of that fact.

Sect. 78. That members offered positions in other cities shall first ascertain from the President or Secretary of the local Union from within whose jurisdiction the offer comes, the conditions existing therein before accepting. But this shall not be construed to mean that any local Union, where strike conditions do not exist shall be allowed to refuse traveling cards.

RESOLUTIONS.

Resolved, that the territory in the jurisdiction of the International Stereotypers' and Electrotypers' Union be districted, and a secretary appointed for each district; and be it further

Resolved, the duties of district secretaries shall be to collect a true and complete summary of the trade under our jurisdiction; also such data as may be possible to get in regard to the unorganized trade, and place the same in the hands of the International Secretary, same to be kept in record on books kept for that purpose. Such books to be open to all officials of the International Stereotypers' and Electrotypers' Union, and its subordinate Unions.

Resolved, that members working in newspaper offices any portion of a day within the hours specified as constituting a working day on newspapers shall be entitled to receive a day's pay.

Resolved, that the International Stereotypers' and Electrotypers' Union affiliate the Canadian members with the Dominion Trades Congress.

Resolved, that this, the Sixth Annual Convention of the I. S. & E. U., submit
(86)

to the referendum the adoption of the Philadelphia I. S. & E. U. monogram as the official button design of the I. S. & E. U. in lieu of the present.

INSTRUCTIONS TO THOSE APPLYING FOR CHARTERS.

Applications for Stereotypers' and Electrotypers' charters must be made to the President or Secretary-Treasurer of the International Stereotypers' and Electrotypers' Union.

It being the duty of the Executive Board to grant charters, application for the same may be addressed to either officer or the Organizer for the district wherein the applicants are located.

All applications must be accompanied by a charter fee of \$5.

Any person while under the ban of suspension or expulsion in a subordinate Union cannot become a charter member of another Union.

Any Union applying for a charter is required to submit its constitution and by-laws, also a list of its officers and members, for examination by the International Stereotypers' and Electrotypers' Union officers.

PRICE LIST OF SUPPLIES.

| | |
|---|--------|
| Financial Secretary's Record and Cash Book, 72 pages, 50c.; 210 pages | \$1 00 |
| Financial Secretary's Individual and General Ledger, 50 pages, \$1.50; 130 pages..... | 2 10 |
| Financial Secretary's Monthly Report, 25 in pad..... | 15 |
| Treasurer's Ledger, 100 pages... | 75 |
| Treasurer's Cash Book, 100 pages | 75 |
| Treasurer's Monthly Report, in pads of 25..... | 15 |
| Application for Membership, in pads of 25..... | 15 |
| Working Cards, in books of 25. | 20 |
| Yearly Working Cards, per 100. | 75 |
| Working permits, in books of 50 | 35 |
| Honorable Withdrawal Cards, in books of 10..... | 60 |
| Apprentice Membership Cards, in books of 15..... | 25 |
| Warrants on Treasurer, in books of 50 | 35 |
| Receipts, in books of 50..... | 35 |

| | |
|---|-------|
| Recording Secretary's Record Book, 200 pages..... | \$ 90 |
| Certificates of Membership, in books of 10..... | 60 |
| Seals | 4 00 |
| Charter outfit, including charter, seal and necessary supplies... | 10 00 |
| Buttons..... | .25 |

Address all orders to the Secretary-Treasurer International Stereotypers' and Electrotypers' Union.

AGREEMENT

BETWEEN

The International Typographical Union,
The International Printing Pressmen's
and Assistants' Union, The Interna-
tional Brotherhood of Bookbind-
ers', the International Stereotypers'
and Electrotypers' Union, and the In-
ternational Photo-Engravers' Union.

The duly authorized representatives
of the I. T. U., the I. P. P. and A. U.,
the I. B. of B., and the I. S. and E. U.,
and the I. Photo-Eng. Union, for
the purpose of more clearly defining
their obligations to each other, the
powers of local Allied Printing Trades
Councils, and for the further purpose
of avoiding disputes and securing the
harmonious co-operation of all local
Unions in joint defensive action and
label agitation, do hereby agree:

Joint Conference Board.

I. For the purposes of this agree-
ment, a Joint Conference Board shall
be created as follows: Four representa-

tives from the I. T. U., one representative from the I. P. P. and A. U., one representative from the I. B. of B., one representative from the I. S. and E. U. and one from the Int. Photo-Eng. Union.

2. The Joint Conference Board may adopt such rules of procedure in the hearing of appeals and the conduct of other business that may properly come before it as do not conflict with this agreement or the laws of any of the organizations, parties hereto.

3. The officers of the Joint Conference Board shall be a President, a Vice-President, a Secretary-Treasurer, and such other officers as the Board may determine, but no two executive officers shall be chosen from one organization.

4. The annual meeting of the Joint Conference Board shall be held on the first Monday in December of each year, at the place decided upon by a majority vote of the board. At this meeting officers shall be nominated, elected and installed for the ensuing year. Any vacancies occurring during the intervals between such meetings shall be filled by majority vote of the Joint Conference Board.

5. On demand of a majority of the

organizations that constitute this Joint Conference Board, the President shall call a meeting at a convenient time and place.

6. In the event of any member of the joint conference board being unable to attend a meeting, such member shall be privileged to delegate his power and authority to a proxy, who, upon the filing of properly attested credentials to the joint conference board, shall be accorded all rights and privileges due the organization he represents, under the terms of the joint agreement.

7. In voting on matters coming before the joint conference board, the representatives of the various international unions shall vote for and bind their unions, and such vote shall be so understood and accepted by the joint board and shall not be reconsidered without the unanimous consent of the membership of the board.

8. The representatives of all organizations named in this agreement must file an opinion in the case with the secretary-treasurer of the joint conference board within thirty days after his submission of the documents in each appeal case, and must register their votes on the appeal within thirty days after said

opinions have been compiled by the secretary-treasurer and submitted to the board for final action. The opinion and vote in each case shall be filed separately.

9. When a tie vote results on any question submitted to the joint conference board under the terms of this agreement, the president may call a meeting of the board for further consideration of the matter. If the case cannot be satisfactorily adjusted at such meeting a disinterested party shall be unanimously selected to act as arbitrator, and his decision shall be final.

10. In appeals to the joint conference board from the decision or action of any local allied council, as permitted by this agreement, the representatives of the protesting local union must file notice of intention to appeal within ten days with the officers of the local allied council. Appellant must prepare and forward to the secretary-treasurer of the joint conference board, within thirty days after action complained of is taken, ten typewritten copies of the appeal papers, serving one copy on the president or the interested allied council. The allied council shall have an additional thirty days in which to file ten typewritten copies of its

answer. The secretary-treasurer of the joint conference board shall, when the papers are complete in each case, forward one copy of the papers to each member of the joint conference board, and further procedure shall be in accordance with the provisions of sections 8 and 9. When a decision is reached the secretary-treasurer shall furnish the appellant and appellee with a copy thereof. Members of the joint board shall also be notified by the secretary-treasurer of the result of the vote on each appeal.

11. Each organization shall pay the incidental expenses of the Joint Conference Board in proportion to its representation.

Allied Printing Trades Councils.

12. In localities where there are Unions chartered by two or more of the organizations, parties to this agreement, a local Allied Printing Trades Council shall be formed. Should any such chartered Union decline to form an Allied Printing Trades Council, the aggrieved Union or Unions shall be allowed an appeal on this question to the Joint Conference Board.

13. Allied Printing Trades Councils shall be composed of three delegates

from each local Union holding a charter from one of the parties to this agreement. No local union, regardless of the jurisdiction claimed, shall have both voice and vote in more than one allied council. Unions having jurisdiction over more than one city or town in which allied trades councils exist shall have voice and vote in one allied council only, but may be represented, and shall have a voice, in the rest.

14. Each delegate present at any meeting of the Allied Printing Trades Council shall be entitled to one vote; provided, that a roll call may be demanded by the representatives of any Union on a question of the raising of revenue or the election of officers, and on such roll call each Union shall be entitled to additional votes as follows: For fifty (50) members, of the local Union represented, one vote; for each additional fifty (50) members or major fraction thereof, up to three hundred (300) members, one vote; for the next two hundred (200) members or major fraction thereof, one vote; for each additional five hundred (500) members or major fraction thereof, one vote; the membership to be computed in accordance with the last per capita tax paid by each local Union.

15. Allied Printing Trades Councils may elect such officers and adopt such provisions and rules for their own government as are not in conflict with this agreement, or the laws of the organizations, parties hereto, but no more than one officer may be chosen from the representatives of one local Union except by unanimous consent.

16. The powers of Allied Printing Trades Councils shall not exceed those specified in this agreement, and such Councils shall not take hostile action of any character, except by unanimous consent of the Unions represented therein.

17. Any local Union may request the assistance of the Allied Printing Trades Council in the adjustment of any difficulty that may arise. Upon failure of the Council to effect a settlement, and should a joint or sympathetic strike be desired, the question shall be referred to the local Unions for action in accordance with the laws of their respective International Unions.

18. Should an Allied Printing Trades Council refuse to abide by the decision of the Joint Conference Board, it shall be dissolved, and the Unions affiliated therewith instructed by their inter-

national officers to form a new Council on the basis of the decision of the Joint Conference Board.

Allied Printing Trades Council Union Label.

19. The I. T. U. shall procure and hold all Allied Printing Trades Council Union Labels, and shall loan same to Local Allied Printing Trades Councils as its agents, in accordance with the terms of this agreement, upon receipt of a sum of money from the local Council not exceeding ten per cent. above the cost of production and distribution of said labels.

20. No Allied Printing Trades Council shall issue any label not procured from the I. T. U., nor any label differing in design from the label now known and registered as the Allied Printing Trades Council Union Label, nor duplicate, nor allow the duplication of said label, except in the case of stereotyped or electro-typed forms, in which case the label appearing in the plate or plates shall be destroyed immediately on completion of the work on which it is used.

21. No other body than the local Allied Printing Trades Council shall be

allowed to grant the use of the Allied Printing Trades Council Union Label in any jurisdiction.

22. All labels must be procured by local councils from the secretary-treasurer of the International Typographical Union. Any infraction of this rule shall be deemed sufficient cause for the dissolution of the local council so offending.

23. Labels shall be loaned only with the unanimous consent of Unions represented in the Allied Printing Trades Council. Unions objecting to the issuance of the label in any instance must produce a valid reason for such objection, the Council to be the judge of the validity of such reason, subject to appeal to the Joint Conference Board; provided an active member in good standing of any branch represented in an Allied Printing Trades Council, who runs an office of not more than two platen presses, and in the operation of such office complies with the laws of his Union, shall be permitted to use the label; provided the entire work of the office be done by the proprietor thereof, and that, when employment is given to any additional help, members of affiliated Unions must be employed. Violations of the foregoing shall be deemed

sufficient reason for the immediate surrender of the label. The above provisos shall not apply in cities of 500,000 population or over.

24. In regard to label issuance, should any Union chartered by a party to this agreement feel that an injustice has been done it, or should any local Allied Printing Trades Council feel that the action of any such Union is detrimental to the best interests of the Council, an appeal may be taken to the Joint Conference Board under such provisions as may be adopted by said Board.

25. Wherever an Allied Printing Trades Council is in existence, the local Unions affiliated therewith shall withdraw the label of their respective Unions, unless otherwise decided by the Joint Conference Board.

Miscellaneous.

26. When a sympathetic strike shall have been inaugurated by the parties to this agreement, the initiating Union shall pay those involved as follows: The sum of seven (\$7.00) dollars per week to each married man involved, and five (\$5.00) dollars per week to each single man or woman involved, for the period of eight weeks, unless settlement is sooner effected.

27. When a joint demand is made, involving either a question of wages or hours, all conferences and business with the proprietors relative thereto shall be conducted by joint committees of parties to this agreement, and in case a strike or lockout shall result, each union shall provide strike benefits for its own members, and shall have no financial recourse on any of the allied unions.

28. This agreement may be altered or amended on motion of any one organization, party to this agreement, and if said motion receives the unanimous consent of the other parties hereto.

Unanimous Decisions of the Joint Conference Board.

DECISION No. 1.

The allied trades label shall not be primarily used for organization purposes nor for the enforcement of an initial wage scale.

DECISION No. 2.

No local union, regardless of the jurisdiction claimed, shall have both voice and vote in more than one allied trades council. Unions having jurisdiction over more than one city or town in

which allied councils exist shall have voice and vote in one allied council only, but may be represented, and shall have a voice only, in the rest.

DECISION No. 3.

An allied printing trades council must be formed, in accordance with the joint agreement, and the allied label issued, where it can be conclusively shown that all interested unions have an established wage scale and control 70 per cent. of the employees at their branch of the trade.

DECISION No. 4.

The provisions of a contract entered into prior to the effective date of the joint agreement must be observed until the expiration of the contract, unless said contract is mutually abrogated at an earlier date.

DECISION No. 5.

In offices having more than two platen presses, members of the typographical union shall not do press work; but said offices shall not be compelled to employ a pressman except when there is press work to do.

DECISION No. 6.

Where the typographical union has verbal or written contracts with employers guaranteeing the use of the typographical label for a stipulated time, said contracts antedating the formation of the allied trades council, the best interests of all concerned will be conserved by allowing the use of the allied label to such offices until the expiration of the contracts, and that then the provisions of the joint agreement shall apply.

DECISION No. 7.

The allied printing trades label shall not be placed on work sub-contracted by label offices from non-label offices.

DECISION No. 8.

"That the G. R. Bacon Company is not entitled to the use of the allied printing trades label under the terms of the joint agreement. Inasmuch, however, as said company was granted the label some time ago under certain conditions, the joint conference board directs that, as the basis for the retention of the label, the Bacon Company be required to sign the scale of prices of the Pressmen's Union; the young

man mentioned in the appeal as working on the presses to be admitted to membership in the Pressmen's Union and paid the scale rate of said union for the work he performs."

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